**Consensual Romance in the Workplace Agreement**

(Love Contract)

Equal Employment Opportunity Workplace. The undersigned recognize and agree that it is (Insert Name of Practice)'s policy to provide an equal opportunity in hiring, employment, promotion, compensation, and all other employment-related decisions without regard to race, color, religion, creed, national origin or ancestry, sex, age (40 or older), being a qualified person with a physical or mental disability, veteran status, genetic information, or any other basis set forth in the applicable federal, state and local laws or regulations relating to discrimination in employment. The undersigned understand that (Insert Name of Practice) does not tolerate unwelcome or offensive conduct or conduct that creates a hostile work environment that is in any way based on or related to a person having any of the characteristics described above.

The undersigned agree that they have received, read and understand (Insert Name of Practice)'s EQUAL EMPLOYMENT OPPORTUNITY POLICY and agree to adhere to all of its terms.

All Forms of Sexual Harassment Prohibited. The undersigned also recognize and agree that (Insert Name of Practice) does not tolerate sexual harassment, a form of unlawful discrimination.

Unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

* submission to such conduct is made, explicitly or implicitly, a condition of an individual's employment or advancement;
* submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or
* such unreasonable conduct interferes with an individual's work performance or creates an intimidating, hostile, or offensive working environment.

The undersigned agree that they have received, read and understand (Insert Name of Practice)'s HARASSMENT POLICY and agree to adhere to all of its terms.

Consensual Relationship. We, the undersigned employees, have entered into a personal relationship with each other. We agree as follows:

1. Our relationship is entirely voluntary and consensual.
2. Our relationship will not have a negative impact on our work.
3. We will not engage in any public displays of affection or other behavior that might create a hostile work environment for others or that might make others uncomfortable.
4. [We understand that one or both of us may need to transfer to another location to remove any conflicts of interest in our working environment. If a transfer will not remove the conflict of interest, we understand that one of us may have to resign or be demoted to remove the conflict of interest. We further understand that (Insert Name of Practice) will first ask us to choose which of us will be subject to a transfer, demotion or resignation. If we fail to choose, (Insert Name of Practice) will be forced to choose for us. We understand that (Insert Name of Practice) will make such a decision without regard to any protected class characteristic and in compliance with (Insert Name of Practice)'s EQUAL EMPLOYMENT OPPORTUNITY POLICY and ROMANCE IN THE WORKPLACE POLICY.
5. We will act professionally toward each other at all times, even after the relationship has ended.
6. We will not participate in any company decision-making processes that could affect each other's pay, promotional opportunities, performance reviews, hours, shifts or career, while in this relationship [and after the relationship ends].
7. We agree that, if the relationship ends, we will inform (Insert Name of Practice) if we believe it is necessary to protect our rights or if the HARASSMENT POLICY is violated.
8. We each agree that, if the relationship ends, we will respect the other person's decision to end the relationship and will not retaliate against the other person, engage in any unprofessional or inappropriate efforts to resume the relationship, or engage in any other conduct toward the other person that could violate the HARASSMENT POLICY.

IN WITNESS WHEREOF, the undersigned have executed this \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ day of \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, 2019.

|  |
| --- |
| Employees:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_[EMPLOYEE NAME]\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_[EMPLOYEE NAME]Witness:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_[WITNESS NAME] |